Head of Development and Engagement

Place of work:	Hybrid, Southampton Head Office, with regular remote working available
Salary:	Band G - £40,925 to £48,646 full time equivalent, pro rata for part-time hours
Working days and hours:	30 to 37 hours per week, over 4 to 5 days. A suitable working pattern and arrangements will be agreed with the successful candidate
Responsible to:	Director of Finance & Development
Responsible for:	Fundraising & Development Manager Marketing & Communications Lead
Disclosure and Barring Service Check (DBS):	Basic DBS
Essential driver?:	Yes

Here at No Limits, our mission is **to empower children and young people to reach their full potential through advice, counselling and support**. Our people are key in supporting us to achieve our aims and your role in this is outlined below.

We particularly welcome applicants from diverse backgrounds and those with experiences similar to the children and young people we help and support. We are committed to creating a diverse environment where people can be their authentic self, experiences and opinions are valued, and we all are open to learn from each other.

About the role

The Head of Development and Engagement will provide strategic leadership across fundraising, communications, engagement, marketing and organisational growth, ensuring No Limits secures the income, profile, partnerships and opportunities required to deliver its mission and long-term sustainability.

Reporting to the Director of Finance and Development, the Head of Development and Engagement will lead the development and delivery of integrated fundraising, engagement, communications and growth strategies, that increase income, strengthen organisational influence and support sustainable growth.

The postholder will provide leadership to the Fundraising and Development Manager and Marketing and Communications Lead whilst working collaboratively with operational services, finance and impact colleagues to identify growth opportunities, demonstrate organisational impact and translate evidence into compelling cases for support, bids, tenders, campaigns and stakeholder engagement.

This is a strategic and hands-on role, combining leadership with direct involvement in pipeline development, partnership building, bid writing, tender development and income generation activity.

About you - Knowledge, Skills and Experience

Head of Development and Engagement

The successful candidate will have:

- ✓ Significant experience leading a fundraising, development, engagement, business development, marketing or communications function, with a strong track record of growing income, partnerships and organisational profile
- ✓ Experience developing and delivering organisational, fundraising or growth strategies, with responsibility for identifying and converting opportunities into sustainable income and growth
- ✓ A strong track record of securing funding and leading successful bids, tenders, grant applications and business cases from a range of income sources
- ✓ Experience using impact, evaluation and performance data to demonstrate outcomes, inform decision-making and strengthen funding, communications and engagement activity
- ✓ Strong leadership, stakeholder management and commercial awareness, with experience building effective relationships across teams, senior leaders, trustees, funders and external partners

You may also have:

- ✓ Experience generating income through public fundraising, major donor giving, corporate partnerships and/or legacy fundraising
- ✓ Experience of public sector commissioning, commissioned service growth and tender opportunities
- ✓ Well-established professional networks with a track record of developing partnerships and securing funding opportunities
- ✓ Experience raising organisational profile and influence through campaigns, partnerships and stakeholder engagement

Please include on your application form other relevant knowledge, skills and experience which can be from work, volunteering, education or personal experience. We value growth and may make recruitment decisions where not all essential areas are met, but you are able to show an ongoing commitment to learning and development.

Main duties and responsibilities

Head of Development and Engagement

Strategic leadership

- Lead the development and delivery of No Limits' fundraising, engagement, communications and growth strategies, ensuring alignment with organisational priorities and long-term sustainability
- Contribute to organisational strategy, business planning, budgeting and income forecasting.
- Lead on the strategy for the Development and Engagement area
- Monitor performance, manage risk and provide regular reporting to senior leaders and trustees
- Ensure fundraising, communications, engagement and business development activities operate as an integrated function

Fundraising, business development and growth

- Lead income generation and diversification activity across trusts and foundations, philanthropy, corporate partnerships, commissioning, contracts and other funding streams
- Develop and maintain a pipeline of funding, partnership, commissioning and growth opportunities
- Lead or contribute to bids, tenders, funding applications and business cases, working with colleagues to maximise opportunities across the organisation
- Build strategic partnerships that support organisational sustainability, service development and growth

Communications, engagement and influence

- Lead the delivery of an integrated communications and engagement strategy that supports income generation, organisational influence and stakeholder engagement
- Provide strategic oversight of marketing, digital communications, campaigns, brand development and audience growth
- Strengthen the profile and reputation of No Limits through effective partnerships, stakeholder engagement and external representation

Insight, impact and evidence

- Strengthen the profile and reputation of No Limits locally, regionally and nationally
- Build productive relationships with funders, commissioners, businesses, public sector organisations, community groups and strategic partners
- Ensure organisational impact, outcomes and learning are effectively captured and used to strengthen funding propositions, communications, decision-making and growth opportunities
- Translate complex data and insight into compelling narratives for funders, commissioners, partners, supporters and the wider public

Leadership and Team Development

- Lead, develop and support the Fundraising and Development Manager and Marketing and Communications Lead, fostering a collaborative and high-performing culture
- Promote continuous improvement, innovation and partnership working across teams and with external stakeholders
- Manage external consultants, agencies and specialist advisors as required

General

- Demonstrate an ongoing commitment to the safeguarding of children, young people, and vulnerable adults
- Demonstrate a commitment to Diversity, Equity and Inclusion and participation of children and young people, making sure that principles and practice are implemented within your work area
- Keep up-to-date with information, knowledge and issues that may impact No Limits or your work area
- Work in line with No Limits policies and procedures, making sure statutory and legal obligations are met
- Use resources appropriately and record accurate records of hours and expenses in line with No Limits (hours / sick / holidays) contracts and policy

Head of Development and Engagement

- Attend and actively take part in training, meetings, events, one-to-ones and clinical supervision
- Maintain accurate records and systems, both online and paper-based
- Support the implementation of No Limits strategy, demonstrating and promoting our mission and values
- Contribute to the positive image of No Limits with children and young people, parents, partners and the local community working with your team to ensure a full service, providing cover if needed
- Commit to other duties as reasonably required by No Limits, appropriate to the scope and grade of the role

The purpose of this job description is to focus on the main responsibilities of the role. These duties and responsibilities may, within reason, change at the discretion of No Limits.